



THE COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF LABOR RELATIONS  
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JOINT LABOR-MANAGEMENT  
COMMITTEE FOR  
MUNICIPAL POLICE AND FIRE  
JOHN W. HANSON  
CHAIR

**MEETING MINUTES FOR**  
**NOVEMBER 5, 2015**

Pursuant to M.G.L. c. 30A § 20(c), and the Open Meeting Law Regulations, 940 CMR 29.03 (6), the Joint Labor-Management Committee for Municipal Police and Fire hereby gives notice that the Committee will meet on:

DATE: November 5, 2015

CALL TO ORDER: 11:05 a.m. – Full Committee Meeting

LOCATION: Offices of the Joint Labor-Management Committee,  
19 Staniford St., 1<sup>st</sup> Floor, Boston, MA 02114-2502

Attendees: Chairman Hanson, Police Chair Cummings, Fire Chair Colbert, Management Chair Jill Goldsmith, Hubley, Demille, Hayes, Reddy, Long, Andrews, Frederickson, Morgado, Nelson, Perreira, Scanzio, and McGrath.

Mediators: Bevilacqua, Murray, Griffin, and Feldman-Boshes

- *Administrative updates:*
  - Accept Meeting Minutes from 10-22-15
  - Report from the Chair.  
The chairman stated that he would discuss the Report from the Chair at the end of the meeting.
  - Continued discussion in relation to staff personell.  
The chairman then stated that the conversation regarding the staff position would happen at the end of the meeting.
- *Petitions, Jurisdiction and Awaiting Funding List (AFL) Cases:*

Case Number	City/Town	Mediator	Topic/Vote
1. JLM-15-4343	Mansfield Fire	Carol	Report T/A
2. JLM-15- 4568	Concord Police	Heather	Report T/A

Report of Tentative Agreement. Passed.

3. JLM-15- 4559                      Milford Police                      Erica                      Funded – Remove  
Motion by Colbert and 2<sup>nd</sup> by Goldsmith. Passed.

- *Any other business that may legally come before the committee:*

### **Framingham Fire and Town of Framingham JLM-14-3843**

The committee addressed the status of the JLMC case regarding Framingham Fire (see JLMC Meeting Minutes from October 22, 2015) The Town of Framingham has since voted and funded the contract. The committee voted to remove the case (Motion by Colbert and 2<sup>nd</sup> by Goldsmith. Passed)

### **Scituate Fire and the Town of Scituate JLM-13-3150**

The Committee discussed the state of the Award issued in the case concerning the Scituate Fire case. It was reported that the Scituate Fire Fighter's Union filed a Charge of Prohibitive Practice as the article did not make it on to the Town Meeting's agenda earlier in the week.

### **Report from the Chair - Supplementary Budget**

The chair discussed the Joint Labor Management Committee's budget. It was reported that the Governor vetoed the line item for the JLMC's \$300,000. The Governor stated "I am vetoing this section, which earmarks funds for the joint labor-management committee for municipal police and fire, because it interferes with the Department of Labor Relation's statutory power to prioritize and manage its obligations."

The chair then suggested the move forward with filling the JLMC positions.

### **Continued discussion in relation to staff personell.**

The chair outlined the current job description of the positions stated that there was a lot of administrative and clerical duties associated with past positions. He would like to see the positions (either 4 part time positions or 2 full time positions) to go back to being more of an advocacy/field positions as they had been years ago. The current labor representative Joseph Hubley told of how going out to the mediations help get a better resolution on couple of the cases when he started.

The chair proposed 4 part-time positions as it may be more attractive to retirees with experience in mediating collective bargaining agreements. He would like to new positions to provide assistance to parties and mediators; assist the committee members in making determinations, assist the chair in monitoring the case activities, and as advocate for the parties.

The chair is still in touch with the Secretaries office and they told him to proceed with filling the positions. The director of the DLR is willing work with the chair to post the positions. Mr. Colbert was concerned that the positions were unfilled since the Spring and was concerned the the process would stall with the current director's impending leaving the agency. Mr. Colbert stressed that getting the positions filled now is a priority. The chair assured Mr. Colbert that he was working towards it.

Mr. McGrath inquired if anyone on the committee read the statutes that was sent out by Mr. Hubley after the October 22<sup>nd</sup> meeting. Mr. McGrath went on to discuss the statute that created the financial tie to the Department of Labor Relations. He stated that the committee is the one to hire the personnel for the committee. He asked the chair to ask the Attorney General to review the statutes so the committee can move forward in making their own decisions on staff. Mr. McGrath also disagreed with the hiring of 4 part time people, but the chair explained that it is hard to get someone with experience at the salary they can offer.

Mr. Colbert asked the chair to get into contact with the Attorney General's office to about distinguishing between the DLR's budget and JLMC's budget (currently one and the same). The chair assured the committee that he would contact the Attorney General's office for an Advisory Opinion regarding the statutes that tie the JLMC to DLR and the budget.

- *Adjournment.* Meeting adjourned at 11:32 AM

*Recorded by Gwenn Kelley, Collection Bargaining Election Specialist II.*